



## West Lakes Bowling Club (WLBC)

### Selection Policy

#### Selection Philosophy

The WLBC aim is to attract the best possible players available each week to represent the Club in pennant and club organized games, for all grades/divisions/tournaments it participates in. Our aim is to win on a regular basis in the grades/divisions/tournaments played and to have representation in the finals at the conclusion of the season, in a sportsmanship manner both on and off the green.

#### Selectors and their Role

- a. Candidates seeking nomination as a selector should have the following attributes/qualities:
- b. Have knowledge of the selection policy and the Laws of the game of Bowls.
- c. Have a knowledge of the WLBC constitution
- d. Is diligent and efficient with high integrity, fairness and is accountable for their actions.
- e. Credibility on the green as a player either past or present is desirable.
- f. To select pennant teams based on the selection philosophy and the selection criteria in an impartial and non-discriminatory manner.
- g. The selectors must not have any conflict of interest (Nepotism) in selecting a side or sides in maintaining their credibility.
- h. Regularly seek information (after each pennant game) on the playing capability of all bowlers by seeking feedback from Skippers of each rink on completion of play or by phone prior to the following week's selection.

#### Role of the Chairperson

1. To arrange regular meetings of all selectors and to oversee the selection process to ensure that it is fair and free from bias and discrimination and that is compliant with **all** aspects of this document
2. In situations of late withdrawal of players after official teams have been announced, to be responsible, after consultation with the appropriate selectors (where practicable) for altering the sides and notifying players and skips affected to best represent the Club.

3. To liaise with the various team managers on issues specific to the pennant competition, and to complete forms/cards relating to pennant sides at the conclusion of each game.
4. To obtain from the Club Secretary, a list of bowlers eligible to play pennant and a list of players not available for selection each week prior to selection, including any rotation if applicable.
6. To be available to receive representations from players on any concerns they have with regards to selection and this policy.
7. To refer any player to the Management Board of WLBC should a player's behavior be unacceptable and not be in compliance with the Club's Code of Conduct whilst representing the Club in their particular pennant game.

## **Selection Criteria**

It is recognised that in many situations selection in bowls is subjective in nature, but selectors must be more objective in their evaluation of available players for the club to be successful. Nevertheless, the selectors shall apply the contents of this document to select teams using their best judgement and information **without bias, discrimination or favor of any player at the WLBC.**

1. Focus on all-round performance of a player **and their current** performance.
2. Assess/evaluate all aspects of plays, such as shot played [forehand/backhand], conversion shots and drive/running shots as appropriate to each player and their likely position within a team.
3. Player's **results** in Club Championships [singles, pairs, triples and fours] will be evaluated including **results** and participation in prestige events such as club and state competitions
4. Player results in specific club trials will be assessed and evaluated to their likely position.
5. A player's **attitude** towards their club, team and fellow bowlers and members in general.
6. Their commitment to train and give their best effort on match days.
7. **Willingness** to attend training when required as well as their personal contribution to team spirit and performance at all times.
8. Team balance, this will focus on ensuring teams are balanced in regard to **skill mix, compatibility and performance.**
9. **Emphasis shall be on the team not the individual.**
10. Players shall have the appropriate **level of fitness** to handle the challenges of representing the club at the appropriate level selected, at a consistent level of play for at least 25 ends.
11. Player availability for the whole season.

## **Financial Status**

Players selected to play for the WLBC teams must ensure they are paid up and are a registered member of the association for the current financial year.

## **Unavailability**

If a player has made him/her self-unavailable to play, they will **not** automatically be re selected for their return match in a team played prior to nominating to be unavailable. The player who has taken their place, if performance justifies, will retain their place. Players should advise the Chairman of Selectors of any dates they are not available.

## **Club Roster System**

Where the WLBC has a roster (if applicable) system a player who is rostered off, he/she will retain their team and position of the previous week.

## **Code of Conduct**

The WLBC has a code of conduct within MBA/BSA, which all players shall make themselves familiar of and abide by, and acknowledge their responsibilities. **These are not negotiable.**

## **Player Infringements**

Should this occur the Chairman of Selectors has the discretion to take action as appropriate such as excluding a player from selection for a game(s). In the event of a serious infringement, a written report is to be provided to the WLBC Board/Executive by the Chairman of Selectors. The WLBC Board will take action as appropriate within its policies or that of the MBA/BSA.

## **Disputes**

Where disputes arise between selectors and player/bowler they shall be directed in writing to the WLBC board to review and act upon within the policies of the WLBC and/or MBA/BSA guidelines and policies.

Name of President:

Signed:

Date:

Name of Board Member:

Signed:

Date

**To be reviewed:**